Navy Best Practices

Navy Ergonomics Program

Presented by:
Ergonomic Program Manager
Cathy Rothwell, P.E.
RothwellCB@efdsw.navfac.navy.mi

Best Practice - Employee Driven Cultural Safety Program

- Employee Driven Cultural Safety Forum
  - Safety Coordinator Representatives
    - Collateral duty assignment
    - One safety coordinator per work center or shop
  - Safety Forum Representatives
    - Collateral duty assignment
    - Assigned by geographic area
  - Safety Forum Coordinator
    - Full time position (Safety Office Representative)
    - Safety Forum Chairperson

Best Practice - Employee Driven Cultural Safety Program

- Employee Safety Coordinators
  - Gather information on ergonomic and safety area of concern in their shop
    - Injury and lost workday data
    - Ergonomic risk factors t be abated
    - Photos of problem area
    - Proposed abatement
    - Cost information
  - Prepares for presentation to the Forum Representative

Fixture holds part for easy access

Best Practice - Employee Driven Cultural Safety Program

- Safety Forum Representative
  - Meets monthly with the Safety Coordinators
    - Discusses ergonomic and safety areas of concern
    - Gathers information from the Safety Coordinators for project proposal
  - Meets bi-monthly with the Safety Forum
    - Presents ergonomic abatement projects gathered from the Safety Coordinator Representatives to the Safety Forum for possible funding

Best Practice - Employee Driven Cultural Safety Program

- Safety Forum Coordinator
  - Provides funding for ergonomic projects presented by the Forum Representatives
    - Ergonomic budget of $40,000 for industrial areas and $20,000 for office areas
    - Larger projects are split funded
    - Justified budget by showing return on investment (ROI) for interventions

Roller ball tabletop to ease handling

Best Practice - Employee Driven Cultural Safety Program

- Safety Forum Coordinator
  - Ensures the Forum Representatives and Safety Coordinator Representatives receive annual ergonomics training and attend the NAVOSHENVTRACEN Navy Ergonomics Course
  - Presents implemented projects to command management using photos and before and after data with ROI to continually show value of ergonomic abatements
  - Updates command management on future ergonomic improvements

Best Practice - ROI

Manual Process Annual cost
$10K

Improved Process Annual Cost
$1.5K

~~Annual Cost Differences (Savings) $8.5K~~

Return on Investment (10yr. Service life)

Tool Fabrication Cost		
$750	**Cost Savings**	**$84K**
	Break Even Point	**27 Days**

Hazardous Waste Rake

Best Practice - Employee Driven Cultural Safety Program

- Key components of success
  - Employee involvement
  - Management support
  - Training
  - Communicate successes
  - Culture driven vs. regulatory

Hazard Abatement Funding

- CNO Hazard Abatement (HA) Program is a centrally managed fund to correct safety and health deficiencies beyond the funding capabilities of the activity.
- Funding thresholds for Ergonomics Projects
  - $10,000 minimum and $1,000,000 maximum cost
- Risk Criteria
  - Must have a risk assessment code (RAC) of 1, 2, or 3
- Navy Working Capital Funded activities are *not* eligible for HA funding.
- For more info on the Hazard Abatement Program go to:

http://www.navfac.navy.mil/safety/site/topics/hazarpg.htm

Need Help?...Ergonomic Services

Naval Facilities Engineering Command (NAVFACENGCOM) offers *no cost* ergonomic technical support services under the Hazard Abatement Program to Navy shore-based activities.

The Navy Ergonomics Program provides ergonomic evaluations of processes with *identified* ergonomic hazards. The activity is responsible for determining areas with potential ergonomic problems before requesting assistance.

Visit our web site at:

http://www.navfac.navy.mil/safety/site/ergo/ergonom.htm